



## FAMAX TECHNOLOGY (M) SDN. BHD. (200601028954 (748710-K))

### TRADE UNION POLICY

#### Freedom of Association

Employees may form, join, or refrain from joining trade unions of their own choosing.

The company shall not interfere with, prevent, or discourage the exercise of these rights.

#### Collective Bargaining Rights

FAMAX shall engage in constructive negotiations with recognized trade unions in good faith.

The company shall consider and discuss matters affecting the employment terms and working conditions of unionized employees.

#### Non-Discrimination

No employee shall suffer intimidation, discrimination, or retaliation for participating in union activities or for representing other employees.

Employment decisions, including hiring, promotion, demotion, transfer, and termination, shall not be influenced by an employee's union membership or activities.

#### Communication & Access

Trade union representatives shall be granted reasonable access to members and workplace facilities for union activities, subject to prior agreement and company procedures to ensure operational efficiency and safety.

#### Confidentiality

All discussions and negotiations with union representatives shall be conducted respectfully and confidentially.

#### Management Responsibilities

Managers and supervisors must remain neutral and cannot discourage or coerce employees in relation to trade union rights.

#### Review and Updates

- This policy will be periodically reviewed and updated to ensure its continued relevance and effectiveness.



Lee Chie Siang  
Managing Director  
01st January 2025